

Vicki Schultz
Law Professor
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EMPLOYMENT AND POSITIONS

Yale Law School, New Haven, CT

Ford Foundation Professor of Law and Social Sciences; Professor of Law; Visiting Associate Professor of Law.

Yale Department of Sociology, New Haven, CT

Courtesy Appointment; Faculty Associate, Center for Comparative Research; Faculty Associate, Center for Research on Inequalities and the Life Course.

University of California, Los Angeles, School of Law, Los Angeles, CA

MacDonald-Wright Visiting Professor of Law and Faculty Chair, Williams Institute; Visiting Professor of Law.

University of California, Berkeley, School of Law, Berkeley, CA

Professor in Residence.

Harvard Law School, Cambridge, MA

Visiting Professor of Law.

University of Wisconsin Law School, Madison, WI

Professor of Law; Assistant Professor of Law.

U. S. Department of Justice, Civil Rights Division, Washington, DC

Trial Attorney, Employment Litigation Section.

Senior Judge Charles E. Wyzanski, Jr., United States District Court, District of Massachusetts, Boston, MA

Law Clerk.

Judge Robert E. Keeton, United States District Court, District of Massachusetts, Boston, MA

Law Clerk.

EDUCATION

Harvard Law School, Cambridge, MA

J.D., cum laude.

University of Texas at Austin, Austin, TX
B.A., Government, With Highest Honors.

SELECTED PUBLICATIONS

Open Statement on Sexual Harassment from Employment Discrimination Law Scholars, 71 Stan. L. REV. ONLINE 17 (2018).

Reconceptualizing Sexual Harassment, Again, 128 YALE L.J.F. 22 (2018).

Taking Sex Discrimination Seriously, 91 DENVER U. L. REV. 995 (2015) (Lead article in symposium issue, Revisiting Sex: Gender and Sex Discrimination Fifty Years after the Civil Rights Act).
Reprinted in WOMEN AND THE LAW (Tracy A. Thomas ed., Thomson Reuters. 2016, pp. 465-594).

Interview with David L. Rose, in *Employment Discrimination: 45 Years of Enforcement of Title VII of the Civil Rights Act of 1964*, 1 AM. U. LABOR. & EMP. L.F. 161, 181 (2011).

Feminism and Workplace Flexibility, 42 CONN. L. REV. 1203 (2010).

The Sanitized Workplace Revisited, in FEMINIST AND QUEER LEGAL THEORY: INTIMATE ENCOUNTERS, UNCOMFORTABLE CONVERSATIONS 65 (Martha Albertson Fineman, Jack E. Jackson & Adam P. Romero eds., Ashgate Pub. 2009) (reply in the same anthology by Jack Jackson & Tucker Culbertson, *Proper Objects, Different Subjects, and Juridical Horizons in Radical Legal Critique*, p. 135).

Understanding Sexual Harassment Law in Action – What Has Gone Wrong and What We Can Do About It, 29 T. JEFFERSON L. REV. 1 (2006) (lead article in symposium issue with responses by Ruben J. Garcia, Barbara A. Lawless, M. Isabel Medina, Christine Williams, and Richard A. Paul).

Sex and Work, 18 YALE J.L. & FEMINISM 233 (2006).

The Need for a Reduced Workweek in the United States, in PRECARIOUS WORK, WOMEN, AND THE NEW ECONOMY: THE CHALLENGE TO LEGAL NORMS 131 (Judith Fudge & Rosemary Owen eds., Hart Pub. 2006) (with Allison Hoffman).

- A Tribute Honoring James E. Jones, Jr.*, 9 EMPL. RTS. & EMPLOY. POL'Y J. 525 (2005).
- Global Perspectives on Workplace Harassment Law*, 8 EMPL. RTS. & EMPLOY. POL'Y J. 151, 187 (2004).
- The Sanitized Workplace*, 112 YALE L.J. 2061 (2003).
Reprinted in NYU SELECTED ESSAYS ON LABOR AND EMPLOYMENT LAW: BEHAVIORAL ANALYSES OF WORKPLACE DISCRIMINATION (Mitu Gulati & Michael Yelnosky eds., Kluwer Acad. 2007, pp. 205-327); WILLIAM N. ESKRIDGE & NAN D. HUNTER, SEXUALITY, GENDER, AND THE LAW (Foundation Press 2d ed. 2004, pp. 762-64; 3d ed. 2011, pp. 564-66).
- Roundtable Discussion: Subversive Legal Moments?* 12 TEXAS J. WOMEN & L. 197, 203 (2003) (remarks delivered at the University of Texas School of Law, Symposium on Subversive Legacies: Learning from History / Constructing the Future).
- El lugar de trabajo higienizado*, 7 REVISTA JURÍDICA DE LA UNIVERSIDAD DE PALERMO 101 (María Luisa Piqué trans., 2006) (*The Sanitized Workplace*, translated and reissued as subject of a symposium, with responses by Paola Bergallo and María Luisa Piqué).
- Race and Competence in the Academy*, 6 EMPL. RTS. & EMPLOY. POL'Y J. 129, 178 (2002).
- Labor's Subjects*, in LIVES IN THE LAW 132-213 (Austin Sarat, Martha Umphrey & Lawrence Douglas eds., U. Mich. Press 2002).
- Sexual Harassment: Legal Perspectives*, in INTERNATIONAL ENCYCLOPEDIA OF THE SOCIAL AND BEHAVIORAL SCIENCES 13982-13987 (Paul B. Bates & Neil J. Smelser eds., Elsevier Pub. Ltd. 2001) (with Eileen Goldsmith).
- Talking About Harassment*, 9 J.L. & POL'Y 417 (2001).
Reprinted in MARK ROTHSTEIN & LANCE LIEBMAN, EMPLOYMENT LAW: CASES AND MATERIALS (Foundation Press 6th ed. 2007, pp. 595-96; 7th ed. 2011, pp. 588-89; 8th ed. 2015).
- Religion in the Workplace*, 4 EMPL. RTS. & EMPLOY. POL'Y J. 87, 130 (2000) (remarks delivered at 2000 Annual Meeting of the Association of American Law Schools Section on Law and Religion, Symposium on Religion in the Workplace).

Life's Work, 100 COLUM. L. REV. 1881 (2000) (responses by Martha Ertmann, Deborah Rhode, and Joan Williams, 102 COLUMBIA L. REV. 812-64 (2002)).

Reprinted in MARTHA MAHONEY, JOHN O. CALMORE & STEPHANIE WILDMAN, CASES AND MATERIALS ON SOCIAL JUSTICE: PROFESSIONALS, COMMUNITIES, AND LAW (Thompson West 1st ed. 2003, pp. 551-56; 2d ed. 2013, pp. 587-93); KATHARINE T. BARTLETT, ANGELA P. HARRIS & DEBORAH L. RHODE, GENDER AND LAW: THEORY, DOCTRINE AND COMMENTARY (Aspen Pub. 3d ed. 2002, pp. 839-42, 1173-79; 4th ed. 2006, pp. 668-71, 950-52; 5th ed. 2009, pp. 457-61, 651; 6th ed. 2013, pp. 534-37, 766-68).

Reconceptualizing Sexual Harassment, 107 YALE L.J. 1683 (1998).

Reprinted in LIBBY ADLER, LISA CROOMS-ROBINSON, JUDITH GREENBERG, MARTHA MINOW & DOROTHY ROBERTS, MARY JOE FRUG'S WOMEN AND THE LAW, (Foundation Press 3d ed. 2004, pp. 155-64; 4th ed. 2008, pp. 718-28); ROBIN D. BARNES, THE NATURE AND SCOPE OF INDIVIDUAL RIGHTS: EMERGING DEBATES IN CONSTITUTIONAL LAW (Carolina Acad. Press 2007); GENDER AND FEMINIST THEORY IN LAW AND SOCIETY (Madhavi Sunder ed., Ashgate Pub. 2007); KATHARINE T. BARTLETT, ANGELA P. HARRIS, AND DEBORAH L. RHODE, GENDER AND LAW: THEORY, DOCTRINE AND COMMENTARY (Aspen Pub. 4th ed. 2006, pp. 418; 5th ed. 2009, pp. 291; 6th ed. 2015, pp. 337); CATHARINE MACKINNON, SEX EQUALITY: LESBIAN AND GAY RIGHTS, (Foundation Press 2d ed. 2007, pp. 160-61); MICHAEL J. ZIMMER, CHARLES A. SULLIVAN, RICHARD F. RICHARDS, DEBORACH A. CALLOWAY, CASES AND MATERIALS ON EMPLOYMENT DISCRIMINATION (Aspen Pub. 6th ed. 2003).

Una explicación Alternativa del acoso por un Ambiente Laboral Hostil: Un Paradigma Basado en La Competencia, DERECHO Y GRUPOS DESAVENTAJADOS, Editorial Gedisa Project (Roberto Gargarella ed., Barcelona 1999, pp. 103-36) (*Reconceptualizing Sexual Harassment* translated and reissued).

Sex is the Least of It: Let's Refocus Harassment Law on Work, Not Sex, THE NATION 11 (May 25, 1998), *reprinted in* BUSINESS ETHICS (John Richardson ed., McGraw-Hill 11th ed. 1999); *reprinted as Male Domination of the Workplace Causes Sexual Harassment*, in SEXUAL HARASSMENT 80 (Louise I Gerdes ed., Greenhaven Press 1999).

Race, Gender, Work and Choice: An Empirical Study of the Lack of Interest Defense in Title VII Cases Challenging Job Segregation, 59 U. CHI. L. REV. 1073 (1992) (with Stephen Petterson).

Reprinted in CATHARINE MACKINNON, SEX EQUALITY: LESBIAN AND GAY RIGHTS (Foundation Press 2d ed. 2007, p. 208).

Women 'Before' the Law: Judicial Stories About Women and Work, in FEMINISTS THEORIZE THE POLITICAL 297-338 (Judith Butler & Joan Scott eds., Routledge 1992).

Reprinted in FEMINIST LEGAL THEORY: READINGS IN LAW AND GENDER (Katharine Bartlett & Rosanne Kennedy eds., Westview Press 1991).

Telling Stories About Women and Work: Judicial Interpretations of Sex Segregation in the Workplace in Title VII Cases Raising the Lack of Interest Argument, 103 Harvard L. Rev. 1749 (1990).

Reprinted in KATHARINE T. BARTLETT, ANGELA P. HARRIS & DEBORAH L. RHODE, GENDER AND LAW: THEORY, DOCTRINE AND COMMENTARY (Aspen Publishers 6th ed. 2013, p. 166); WILLIAM ESKRIDGE & NAN HUNTER, SEXUALITY, GENDER, AND THE LAW (Foundation Press 2d ed. 2004, pp. 834-38); JUDITH GREENBERG, MARTHA MINOW & DOROTHY ROBERTS, MARY JOE FRUG'S WOMEN AND THE LAW (Foundation Press, 3d ed. 2004, pp. 187-95; 4th ed. 2008, pp. 538-47); FOUNDATIONS OF EMPLOYMENT LAW (John J. Donohue III ed., Foundation Press 2d ed. 1997, pp. 355-64; 3d ed. 2003); MICHAEL J. ZIMMER, CHARLES A. SULLIVAN, RICHARD F. RICHARDS, DEBORACH A. CALLOWAY, CASES AND MATERIALS ON EMPLOYMENT DISCRIMINATION (Aspen Pub. 5th ed. 2000); FEMINIST LEGAL THEORY, VOLUME II: POSITIONING FEMINIST THEORY WITHIN THE LAW (Frances E. Olsen ed., NYU Press 1995, pp. 361-75); FEMINIST LEGAL THEORY: READINGS IN LAW AND GENDER (Bartlett & Kennedy eds., Westview Press 1991, pp. 124-55).

Room to Maneuver (f)or a Room of One's Own? Practice Theory and Feminist Practice, 14 LAW & SOC. INQUIRY 123 (1989).

WORKS IN PROGRESS

Will Marriage Make Gay and Lesbian Couples Less Egalitarian? Toward a New Theory of Marriage as Social Status (Analyzing whether and how access to legal marriage will affect the distribution of household labor within gay and lesbian couples).

Reimagining Affirmative Action (Proposing a new way of conceiving and defending race- and sex-conscious affirmative action measures).

Antidiscrimination Law as Disruption: The Emergence of a New Approach to Understanding and Addressing Discrimination (Tracing the emergence of new theory of antidiscrimination law and elaborating its main features).

Rationalizing the Workplace: Title VII's Lasting Contribution to American Society
(Analyzing Title VII's role in prompting the adoption of more open, objective selection processes).

INTERVIEWS

Discrimination at Work: Comparing European, French, and American Law, Marie Mercat-Bruns, University of California Press, California: 139-140, 161-166, 170-174 (February 2016).

Four Frameworks for Reading Constitutional Jurisprudence on Antidiscrimination, and Other Selected Works: An Interview with Vicki Schultz, in *EMPLOYMENT DISCRIMINATION LAW: A DIALOGUE ON AMERICAN LEGAL DOCTRINE* (Marie Mercat-Bruns ed., Dalloz 2013) (in French; English translation forthcoming, UC Press 2015).

More Than Sex: Why the Courts Are Missing the Point; An Interview with Vicki Schultz, 8 *MS. MAGAZINE* 56 (May/June 1998).

LECTURES AND PRESENTATIONS

“**Sexual Harassment Law in the Age of #MeToo**,” presented at USC Center for Law, History, and Culture, USC Gould School of Law, November 15, 2018.

“**Sexual Harassment by Any Other Name**,” presented at Law in the Era of #MeToo Legal Forum Symposium, University of Chicago Law School, Chicago, IL, November 2, 2018.

“**Rationalizing the Workplace: Title VII's Lasting Contribution to American Society**,” presented to Workshop of Regulating Family, Sex, and Gender, University of Chicago Law School, Chicago, IL, October 31, 2018.

“**Rationalizing the Workplace: Title VII's Lasting Contribution to American Society**,” presented to ACS Workshop, Yale Law School, New Haven, CT, October 1, 2018.

“**The Future of Job Guarantee Advocacy**,” roundtable discussion presented at Second International Conference of Modern Monetary Theory: Public Money, Public Purpose, Public Power, New School for Social Research, New York, NY, September 28, 2018.

- “Structural Causes of Sex-Based Harassment,”** presented at Symposium on Feminisms and the Constitution, Center for Constitutional Studies, Supreme Judicial Court of Mexico, June 4, 2018.
- “Sexual Harassment Law in the Age of #MeToo,”** presented at Law Review Panel, Stanford Law School, Stanford, CA, May 10, 2018.
- “Reconceptualizing Sexual Harassment, Again,”** presented at Workplace Law Program Lecture Series, UNLV William S. Boyd School of Law, Las Vegas, NV, April 20, 2018.
- “Sexual Harassment Law in the Age of #MeToo,”** presented at Faculty Workshop, Vanderbilt Law School, Nashville, TN, April 12, 2018.
- “Sexual Harassment Law in the Age of #MeToo,”** presented at Equal Pay Day event, Yale Law School, New Haven, CT, April 10, 2018.
- “Reconceptualizing Sexual Harassment, Again,”** presented at panel on Relationships in Employment Discrimination Law, 2018 Association of American Law Schools Annual Meeting, San Diego, CA, January 5, 2018.
- “Reimagining Affirmative Action,”** presented at Twelfth Annual Colloquium on Employment and Labor Law, Texas A&M Law School, Fort Worth, TX, September 15, 2017.
- “The Importance of Linking Harassment to Other Forms of Workplace Discrimination, and Demanding Effective Forms of Enforcement to Achieve Change,”** presented at Harassment in Employment Conference, Centro de Investigación y Docencia Económicas, Mexico City, Mexico, June 26, 2017.
- “Rationalizing the Workplace: Title VII’s Lasting Contribution to American Society,”** presented at International Meeting on Law and Society, Law and Society Association, Mexico City, Mexico, June 22, 2017.
- “Equal Pay Day: History, Causes, and Personal Stories of the Gender Wage Gap,”** panelist discussing the gender wage gap, sponsored by Law Students for Reproductive Justice at Yale, New Haven, CT, April 4, 2017.
- “Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented at The Center for LGBTQ Studies (CLAGS) After Marriage Conference, panel on Birth, Life, and Death in LGBTQ

Families, John Jay College of Criminal Justice, UCNJ, New York, NY, Oct. 1-2, 2016.

“**Taking Sex Discrimination Seriously,**” presented at George Washington University Law School Faculty Workshop, Washington, DC, October 21, 2015.

“**Taking Sex Discrimination Seriously,**” presented at Yale American Constitution Society (ACS) Progressive Scholarship Workshop, Yale Law School, New Haven, CT, September 22, 2015.

“**Challenging Difference,**” presented at plenary session on Employment / The Civil Rights Act, AALS workshop on New Generation Issues of Sex, Gender, and the Law, Orlando, FL, June 25, 2015.

“**The History and Future of Sex Discrimination Law,**” presented at plenary session on Employment / The Civil Rights Act, AALS workshop on New Generation Issues of Sex, Gender, and the Law, Orlando, FL, June 24, 2015.

“**Reimagining Affirmative Action,**” presented on panel on The Limits and Future of Antidiscrimination Law, symposium on The Civil Rights Act at 50, Boston University Law School, Boston, MA, November 15, 2014.

“**Reimagining Affirmative Action,**” presented on panel on The Civil Rights Act at 50: Rethinking Antidiscrimination, Annual Law & Society Association Conference, Minneapolis, MN, May 29, 2014.

“**Taking Sex Discrimination Seriously: Lessons from the U.S. Campaign against Employment Discrimination Based on Sex,**” keynote lecture presented at Gender Blossom Research Students Conference, Bar Ilan University, Tel Aviv, Israel, March 19, 2014.

“**Antidiscrimination Law as Disruption: The Emergence of a New Approach to Understanding and Addressing Discrimination,**” presented to the Buchmann Faculty of Law, Tel Aviv University, Tel Aviv, Israel, March 18, 2014 (comments by Yofi Tirosh and Tamar Kricheli-Katz).

“**Reimagining Affirmative Action,**” presented at Law and Public Affairs seminar, Princeton University, Princeton, NJ, February 10, 2014.

“**Taking Sex Discrimination Seriously,**” keynote lecture presented at symposium, Revisiting Sex: Gender and Sex Discrimination Fifty Years After the Civil Rights Act, at Sturm College of Law, University of Denver, Denver, CO,

January 31, 2014.

- “Fighting Sex Discrimination in the Workplace: The U.S. Experience,”** presented at Centro de Investigación y Docencia Económicas (CIDE), Mexico City, Mexico, November 25, 2013.
- “Sexual Harassment Law: Lessons from the U.S. Experience,”** presented to the National Supreme Court of Mexico, Forum on Fighting Labor Violence against Women in Mexico: Improvements and Challenges, Mexico City, Mexico, November 22, 2013.
- “Affirmative Action,”** presented at the Yale American Constitution Society (ACS) Law and Policy workshop, Yale Law School, New Haven, CT, November 19, 2013.
- “Reimagining Affirmative Action,”** presented at symposium on The Civil Rights Act at 50, University of Michigan Law School, Ann Arbor, MI, October 11, 2013.
- “Work Makes Gender,”** presented on panel on Bodies/States/Norms/Police at Keywords on Gender and Sexuality event, Yale University, New Haven, CT, October 4, 2013.
- “Rationalizing the Workplace: Title VII's Lasting Contribution After 50 Years,”** keynote lecture presented at symposium on The 50th Anniversary of Title VII of the Civil Rights Act, Eighth Annual Colloquium on Current Scholarship in Labor and Employment Law, University of Nevada, Las Vegas William S. Boyd School of Law, Las Vegas, September 27, 2013.
- “Comment on Hendrick Hartog, SOMEDAY ALL THIS WILL BE YOURS: A HISTORY OF INHERITANCE AND OLD AGE,”** presented at Author Meets Readers panel, Law and Society Association Annual Meeting, Boston, MA, May 31, 2013.
- “Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented at Cornell Law School faculty workshop, Ithaca, New York, April 26, 2013.
- “Gender & Work: Challenging Conventional Wisdom,”** presented at Harvard Business School Symposium, Cambridge, MA, February 28, 2013.
- “Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented at American University Washington College of Law faculty workshop, Washington, D.C., February 1, 2013.

“Inspiration,” speech presented in accepting the Distinguished Alumnus Award, Texarkana Independent School District, Texarkana, TX, December 14, 2012.

“Commitment,” speech presented to students at Texas High School, given in conjunction with the Distinguished Alumnus Award, Texarkana Independent School District, Texarkana, TX, December 14, 2012.

“Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,” presented at University of Texas School of Law faculty colloquium, Austin, TX, December 8, 2012.

“Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,” presented at University of San Francisco School of Law School faculty workshop, Centennial Celebration Speaker Series, San Francisco, CA, November 2, 2012.

“Meaningful Work, A Meaningful Life,” presented to University of San Francisco Law School students, San Francisco, CA, Nov. 1, 2012.

Discussant, panel on the movie “Separation,” Debating Law and Religion Series, Yale Law School, October 9, 2012.

Discussant, panel on Interrogating Sexual Harassment, 2012 Annual Law & Society Conference, Honolulu, HI, June 5, 2012.

Moderator for Keynote Address “The Big Count: LGBT People and the U.S. Census,” at the 11th Annual Update Conference, Fair Play? LGBT People, Civic Participation, & Political Process, UCLA School of Law, Williams Institute, Los Angeles, CA, April 13, 2012.

“Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,” presented at Yale Law School faculty workshop, New Haven, CT, April 9, 2012.

Interviewee, Yale Law Women (YLW) for the YLW “Speak Up” Study published every ten years about the gender climate at Yale Law School, Yale Law School, New Haven, CT, January 30, 2012.

Commentator, panel on Equal Protection, conference on The Constitutionalization of Labor and Employment Law, The University of Wisconsin Law School, Madison, WI, October 28, 2011.

- “Work and Inequality,”** presented at symposium on Context and Consequences: The Hill-Thomas Hearings Twenty Years Later, Georgetown Law School, Washington, D.C., October 6, 2011.
- “Redefining Discrimination,”** presented at plenary session on The Workplace as a Site of Inequality, AALS Workshop on Women Rethinking Equality, Washington, D.C., June 21, 2011.
- “Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented to UCLA Dept. of Sociology Gender Working Group, Los Angeles, CA, April 27, 2011.
- “Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented at USC Law School faculty workshop, Los Angeles, CA, April 15, 2011.
- “Antidiscrimination Law as Disruption: The Emergence of a New Framework for Understanding and Addressing Discrimination,”** presented at Pepperdine University School of Law faculty workshop, Malibu, CA, April 11, 2011.
- “Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented at UCLA School of Law faculty workshop, Los Angeles, CA, March 4, 2011.
- “A New Way of Thinking About Discrimination,”** presented at The Law and The Practice Series, Renaissance Weekend, Laguna Beach, CA, February 20, 2011.
- “Encourage the States to Invest in Higher Education, Not Prison,”** presented on Cornerstone panel on Advice to the President, Renaissance Weekend, Laguna Beach, CA, February 20, 2011.
- “Rethinking Sexual Harassment,”** presented on Cornerstone panel on Incredible Innovators’ Inventive Ideas, Renaissance Weekend, Laguna Beach, CA, February 19, 2011.
- “Will Marriage Make Gay and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented to UCLA Center for the Study of Women, UCLA Faculty Center, Los Angeles, CA, February 3, 2011.
- “Marriage and the Division of Labor: Three Theories of the Relationship Between the Two,”** presented on Roundtable on Marriage, Williams Institute, UCLA School of Law, Los Angeles, CA, January 13, 2011.

- “The Sanitized Workplace Revisited, 2009,”** presented at a workshop on What the Law says about Domestic Violence, and Other Gender Issues, The School of Law and the Graduate School of Sciences Po, Paris, France, June 24, 2010.
- “A Conceptual History of American Antidiscrimination Law,”** presented at Jurisprudence – A Critical Journal symposium on Gender, a Legal Issue, University of Paris, Pantheon-Sorbonne, France, June 24, 2010.
- “Feminism and Sexuality,”** presented at Ce que le Droit dit des Violences Domestiques, et Autres Questions de Genre workshop, Sciences Po, Paris, France, June 21, 2010.
- “Antidiscrimination Law as Disruption: The Emergence of a New Paradigm for Understanding and Addressing Discrimination,”** presented at Chicago Kent Law School faculty workshop, Chicago, IL, April 20, 2010.
- “Will Marriage Make Gays and Lesbian Couples Less Egalitarian? A Cautionary Tale,”** presented at workshop on Regulation of Family, Sex, and Gender, University of Chicago Law School, Chicago, IL, April 20, 2010.
- “Fair Housing 2010: Time to Act,”** keynote lecture presented to Miami Valley Fair Housing Center, Dayton, OH, April 8, 2010.
- “Movie ‘Out at Work’ and Proposed EDNA legislation,”** discussion held with Professor William Eskridge, co-sponsored by Yale American Constitution Society (ACS) and Outlaws, Yale Law School, New Haven, CT, November 2, 2009.
- “Feminism and Workplace Flexibility,”** presented at Connecticut Law Review symposium on Redefining Work: Implications of the Four-Day Work Week, University of Connecticut Law School, Hartford, CT, October 30, 2009.
- “Social Rights,”** panel comments presented at conference on The Constitution in 2020, Yale Law School, New Haven, CT, October 3-4, 2009.
- “Changing the Paradigm,”** panel comments presented at conference on The Changing Nature of Employment Discrimination, AALS Conference on Worklaw, Long Beach, CA, June 10, 2009.
- “Antidiscrimination Law as Disruption: The Emergency of a New Paradigm for Understanding and Addressing Discrimination,”** presented at faculty seminar, University of Iowa College of Law, Iowa City, IA, April 3, 2009.

“Defining the ‘OptOut’ Problem,” panel moderated at conference on ‘Opt Out’ or Pushed Out: Are Women Choosing to Leave the Legal Profession?, Yale Law School, New Haven, CT, March 27, 2009.

“Does Marriage Lead to Inequality in Family Life?” panel comments presented at conference on The Market, the Family, and Economic Power, at Gender & the Law Conference: Unintended Consequences, Unsettled Questions, Radcliffe Institute for Advanced Study, Harvard University, Cambridge, MA, March 13, 2009.

“Antidiscrimination Law as Disruption: The Emergency of a New Paradigm for Understanding and Addressing Discrimination,” presented at Sociology Department Colloquium, Yale University, New Haven, CT January 29, 2009.

An Informal Student-Faculty Conversation with Vicki Schultz, American Constitution Society, UCLA Chapter, Los Angeles, CA, January 14, 2009.

“Beyond Civil Rights,” keynote lecture presented at University of Chicago Legal Forum Symposium on Civil Rights Law and the Low-Wage Worker, University of Chicago Law School, Chicago, IL, November 14, 2008.

“Expanding Coverage: How Complementary Legislation Can Supplement the PDA,” moderated panel at conference on Respecting Expecting: The 30th Anniversary of the Pregnancy Discrimination Act Conference, Yale Law School, New Haven, CT, November 8, 2008.

“Antidiscrimination Law as Disruption: The Emergency of a New Paradigm for Understanding and Addressing Discrimination,” panel comments presented at conference on The Contours and Limits of Anti-Discrimination Law, Conference on Richard T. Ford’s, THE RACE CARD: THINKING ABOUT CIVIL RIGHTS IN THE NEW MILLENNIUM, Stanford Law School, Stanford, CA, October 25, 2008.

“Employing Identity: Implications of Disruption Theory for Representing the Homeless,” presented at the Homeless Action Center, Social Justice Summer Brownbag Series, Berkeley, CA, July 8, 2008.

“Antidiscrimination Law as Disruption: The Emergence of a New Legal Paradigm for Understanding and Addressing Discrimination,” Fellows Lecture presented at Center for Advanced Study in the Behavioral Sciences, Palo Alto, CA, May 5, 2008.

“Antidiscrimination Law as Disruption,” presented at faculty workshop, UCLA Law School, Los Angeles, CA, April 11, 2008.

“Feminism of the Future: The Implications of the New Legal Paradigm Called Disruption Theory for Feminism and Gender Theory,” presented at Working from the World Up: Equality’s Future, A New Legal Realism Conference Celebrating the 25th Anniversary of the Feminism and Legal Theory Project, University of Wisconsin Law School, Madison, WI, March 14, 2008.

“Reclaiming Sexual Harassment Law: Where the Courts and Companies Have Gone Wrong and What We Can Do About It,” Public Lecture presented at Center for Advanced Study in the Behavioral Sciences, Palo Alto, CA, March 4, 2008.

“Will Marriage Make Gays and Lesbians Less Egalitarian? A Cautionary Tale,” presented to Yale Law School alumni group, San Francisco, CA, January 31, 2008.

“Antidiscrimination Law as Disruption,” presented at Boalt Hall Law School and the Center for the Study of Law and Society, University of California at Berkeley, Berkeley, CA, November 19, 2007.

“What the Department of Justice, Civil Rights Division Enforcement Should Look Like over the Next Twenty Years,” presented at Commemoration of the 50th Anniversary of the Civil Rights Division, U.S. Department of Justice, conference on Law Enforcement Role of the Civil Rights Division, Past & Future, panel on Looking to the Future of Federal Civil Rights Enforcement, Georgetown Law School, Washington, D.C., September 29, 2007.

“Antidiscrimination Law as Disruption: The Emergency of a New Paradigm for Understanding and Addressing Discrimination,” presented at Washington College of Law, American University, Washington, D.C., September 28, 2007.

“My Research Agenda,” presented at the Center for Advanced Study in the Behavioral Sciences, Palo Alto, CA, September 14, 2007.

“Gender,” panel comments presented at Inaugural Conference: Generating Social Inequalities, Center for Research on Inequalities and the Life Course, Yale Law School, New Haven, CT, May 5, 2007.

“Will Marriage Make Gay and Lesbian Couples Less Egalitarian?” presented at the University of Nevada, Las Vegas, William S. Boyd School of Law, Las Vegas, NV, April 23, 2007.

“A Theory of Antidiscrimination Law as Disruption: How the Law Can Target Stereotyping and Transcend Group Boundaries,” presented at the UCLA Law School and School of Industrial Relations, Los Angeles, CA, April 19, 2007.

“Will Marriage Make Gay and Lesbian Couples Less Egalitarian? Some Cautionary Notes,” presented to the Comparative Research Workshop, Yale University, New Haven, CT, April 11, 2007.

“Notes from a Post-Feminist World,” comments presented on panel on *Is Legal Academia a Gendered Environment?*, at *Legally Female: What Does It Mean to be Ms. JD?*, conference at Yale Law School, New Haven, CT, March 31, 2007.

“Will Marriage Make Gay and Lesbian Couples Less Egalitarian?” presented at faculty workshop, University of San Diego Law School, San Diego, CA, March 6, 2007.

“Gender in the Law School Classroom,” panel comments presented at *Legally Female: What Does it Mean to Be Ms. JD?*, Yale Law School, New Haven, CT, November 9, 2006.

“Work and Citizenship,” presented as guest speaker to the American Constitution Society Reading Group, Yale Law School, New Haven, CT, November 6, 2006.

“The Sanitized Workplace,” presented to the Social Science Perspectives on Employment Discrimination in Organizations group, Palo Alto, California, November 4, 2006.

“Toward a New Model for Antidiscrimination Law,” presented on panel on Workplace Discrimination, conference on *Gender and Labor: What’s Working?*, University of Texas Law School, Austin, Texas, October 20, 2006.

“Cycles of Work,” presented on panel moderated at Yale Law School Alumni Weekend, October 14, 2006.

“The Present and Future of Legal Education: Comparative Perspectives,” chaired panel at International Conference on Access to Justice: Policy and Institutions, New Delhi, India, August 13, 2006.

- “Comments on Maia Goodell’s ‘Physical Strength Rationales for Exclusion of Women from Military Combat Positions,’”** presented at Yale Law Women Works-in-Progress Series, Yale Law School, New Haven, CT, April 28, 2006.
- “Assessing Mediation in Sri Lanka,”** panel on Alternative Dispute Resolution, session on Formal and Informal dispute Resolution Systems, International Conference on Access to Justice: Policy and Institutions, New Delhi, India, August 12, 2006.
- “The Need for a Reduced Workweek,”** presented at Workplace Theory & Policy Workshop, Yale Law School, New Haven, CT, April 20, 2006.
- “Things Are Not Always What They Seem: Toward a Sociological Understanding of the Law,”** presented to the Yale Club of Cleveland, Cleveland, Ohio, April 7, 2006.
- “Sexuality and Gender in the Workplace: Making Sense of Sexual Harassment Law,”** Duvin Cahn Distinguished Lecture in Labor and Employment Law presented at Cleveland State Law School, Cleveland, Ohio, April 6, 2006.
- Guest Lecture, presented to course on Putting People into Organizations, Yale School of Management, New Haven, CT, March 27, 2006.
- “Composing a Personal/Public Life,”** presented to Yale Law Women, Yale Law School, New Haven, CT, March 1, 2006.
- “Sexuality and the Law,”** presented to Linkages Program students, Yale Law School, New Haven, CT, February 16, 2006.
- “Understanding Sexual Harassment,”** The Ruth Bader Ginsburg Lecture presented at Thomas Jefferson Law School, San Diego, CA, February 10, 2006.
- “Prostitution,”** panel comments presented at Sex for Sale conference, Yale Law School, New Haven, CT, February 4, 2006.
- “Sex in the Workplace,”** presented to Innovations in Private Law and Legal Scholarship seminar, University of North Carolina Law School, Chapel Hill, North Carolina, October 17, 2005.
- “The Sanitized Workplace,”** presented at special symposium panel, Doing the Taboo: Discussing Sexuality at Work, American Management Association annual meeting, Honolulu, Hawaii, August 7, 2005.

- “What’s the Matter with Wal-Mart? Resisting Sex Discrimination, Unfair Labor Practices and International Human Rights Abuses by the World’s Largest Corporation,”** commentary presented at Yale Law School, New Haven, CT, April 27, 2005.
- “Sex and Work,”** presented at faculty workshop, Roger Williams School of Law, Roger Williams University, Bristol, Rhode Island, April 15, 2005.
- “An Agenda for Research in Employment Discrimination Law,”** presented at Social Scientific Perspectives on Employment Discrimination within Organizations, Center for Advanced Study of the Behavioral Sciences, Palo Alto, CA, March 25-26, 2005.
- “A Sociological Understanding of Law,”** presented at Linkages Program, Yale Law School, New Haven, CT, February 8, 2005.
- “Sexual Harassment Law: Lessons from the United States,”** presented at the University of the West Indies, Bridgetown, Barbados, November 25, 2004.
- “The Case for a Reduced Workweek in the United States,”** presented at Workshop on Precarious Work, Women, and the New Economy: The Challenge to Legal Norms, International Institute for Law and Sociology, Oñati, Spain, July 2, 2004.
- “Why Feminists Should Support a Reduced Workweek,”** presented on panel on Civil Rights in the Workplace, Law and Society Association Annual Meeting, Chicago, IL, May 28, 2004.
- “Family Decision-making and Discrimination Avoidance,”** presented on panel on Re-imagining Academic Work and Family, Yale University, New Haven, CT, April 1, 2004.
- “Looking for Sex Harassment Law: Law and Culture in a Contemporary Context,”** plenary lecture presented at Law, Culture, and the Humanities Annual Conference, University of Connecticut Law School, Hartford, CT, March 13, 2004.
- “The Sanitized Workplace,”** presented at legal theory workshop, University of Miami Law School, Coral Gables, FL, February 27, 2004.
- “Global Perspectives on Workplace Harassment,”** led and commented on panel, Section on Labor Relations and Employment Law, Association of American Law Schools annual meeting, Atlanta, GA, January 5, 2004.

- “**Comments on Barbara Reskin,**” presented at plenary on The Discrimination System: Race, Social Structures, and Social Policy, Association of American Law Schools annual meeting, Atlanta, GA, January 4, 2004.
- “**Changes in Employment Discrimination Law,**” presented on panel on New Forms of Employment Discrimination, conference on Change at Work: Implications for Labor Law, Cornell Law School, Ithaca, New York, October 25, 2003.
- “**The Sanitized Workplace,**” presented at Law and Society Association Annual Meeting, Pittsburgh, PA, June 4, 2003.
- “**Law and Sexuality,**” presented at faculty seminar, Scripps College, Los Angeles, CA, April 18, 2003.
- “**Beyond the Sanitized Workplace: A New Vision of Feminism, Sexuality, and Gender Equality,**” presented at Voices of Public Intellectuals Series, Radcliffe Institute for Advanced Study, Harvard University, Cambridge, MA, February 20, 2003.
- “**The Sanitized Workplace,**” presented on panel on Sexual Harassment, Subversive Legacies/Constructing the Future conference, University of Texas Law School, Austin, TX, November 22, 2002.
- “**From *Frontiero* to *Oncale*,**” presented on Opening Roundtable, Subversive Legacies / Constructing the Future conference, University of Texas Law School, Austin, TX, November 21, 2002.
- “**The Sanitized Workplace,**” presented at Center for Organizational Behavior, Harvard Business School, Cambridge, MA, November 8, 2002.
- “**Life’s Work,**” presented to Public Interest Reading Group, Yale Law School, New Haven, CT, October 15, 2002.
- “**Working/Womanhood,**” presented on panel on Work/Family Conflict, Annual Meeting of the Law and Society Association, Vancouver, Canada, June 1, 2002.
- “**Things Are Not What They Seem: Below the Surface of Sexual Harassment Law,**” presented at Faculty Tea, Yale Law School, New Haven, CT, April 25, 2002.
- “**The Sanitized Workplace,**” presented at University of Toronto Law School, Toronto, Canada, April 6, 2002.

- “The Sanitized Workplace,”** presented at Yale Law School faculty workshop, New Haven, CT, April 1, 2002.
- “The Sanitized Workplace,”** presented at Workshop Jointly Sponsored by University of Southern California Law School and the Center for Law, Culture, and the Humanities, Los Angeles, CA, March 26, 2002.
- “Things Are Not What They Seem: How a Law-and-Society Approach Deepens a Feminist Understanding of the Law,”** presented at Center for Feminist Research, University of Southern California, Los Angeles, CA, March 25, 2002.
- Commentary, presented on Roundtable, Yale Law Women Coffee Connection, New Haven, CT, March 7, 2002.
- “A Little Corner of Heaven: Life in the Civil Rights Division,”** presented to Civil Rights Action Group, Yale Law School, New Haven, CT, March 5, 2002.
- “Race and Hostile Work Environments,”** presented on panel on Labor and Employment in the Academy: A Critical Look at the Ivory Tower, a joint program of Section on Labor Relations and Employment Law and the Section on Minority Groups, Association of American Law Schools annual meeting, New Orleans, LA, January 3, 2002.
- “The Sanitized Workplace,”** presented at faculty workshop, Harvard Law School Cambridge, MA, December 14, 2001.
- “The ‘Law’ in ‘Sexual Harassment Law,’”** presented on Roundtable on Sexual Harassment, with Janet Halley and Duncan Kennedy, Harvard Law School, Cambridge, MA, September 27, 2001.
- “What’s Sex Got to Do With It? Sexual Harassment in Law and Culture,”** presented at Bunting Colloquium, Radcliffe Institute for Advanced Study, Harvard University, Cambridge, MA, May 16, 2001.
- “Life’s Work,”** presented at faculty workshop, Cornell Law School, Ithaca, NY, April 27, 2001.
- “The Problem That Still Has No Name,”** presented on panel on Inventing Rights: Yale Law School and the Law of Sexual Harassment, Yale Tercentennial Celebration, Alumni Leadership Convocation – 300 Years of Creativity and Discovery, Yale Law School, New Haven, CT, April 21, 2001.

“Harassment,” presented on panel on Sexual Harassment, Transgressing Borders: Women’s Bodies, Identities, and Families conference, New England School of Law, Boston, MA, March 31, 2001.

Guest Lecture, presented at Kennedy School of Government, Course on Gender, Movement Politics and Public Policy, Harvard University, Cambridge, MA, March 23, 2001.

“The Future of Women and Social Policy,” commented on roundtable, Bunting Fellowship Program, Radcliffe Institute for Advanced Study, Harvard University, Cambridge, MA, March 13, 2001.

“Life’s Work,” presented to Seminar on Distributive Justice, Stanford Law School, Stanford, CA, March 6, 2001.

“Sex and Work,” Distinguished Lecture presented at Golden Gate University Law School, San Francisco, CA, March 5, 2001.

“Reexamining Sexual Harassment,” First Lecture in a Series on Sex and the Law presented to Ethics Project, Lafayette College, Easton, PA, February 8, 2001.

“Sexual Harassment in the Workplace: What’s Sex Got to Do With It?,” First Lecture in the Gender and Justice Series presented to Dartmouth College, Hanover, NH, January 26, 2001.

Presentation, Bunting Fellowship, Board of Advisors, Radcliffe Institute for Advanced Study, Harvard University, Cambridge, MA, October 12, 2000.

“Re-Examining Sexual Harassment,” chaired panel at Law & Society Association Annual meeting, Miami, FL, May 27, 2000.

“Life’s Work,” presented on Re-imagining Work Panel, Women, Justice and Authority conference, Yale Law School, New Haven, CT, April 30, 2000.

“Sexual Harassment: What’s Sex Got to Do with It?,” presented as Invited Speaker to Special Session organized by Committee on Law and Philosophy and the Committee on the Status of Women, American Philosophical Association annual meeting, Albuquerque, NM, April 8, 2000.

“Harassment Law in the 21st Century,” presented on Fighting Gender and Sexual Orientation Harassment panel, CRCL at 35: Constitutional Lawyering in the 21st Century conference, Harvard Civil Rights-Civil

Liberties Law Review, Harvard Law School, Cambridge, MA, March 4, 2000.

“Feminism, Work and the Law,” presented on roundtable, Women’s Studies Program, Vanderbilt University, Nashville, TN, January 27, 2000.

“Harassment Law and Free Expression,” Florrie Wilkes Sanders Lecture presented at Vanderbilt Law School, Nashville, TN, January 26, 2000.

“How Reconceptualizing Sexual Harassment Also Helps Us Think About Religious Harassment,” presented on panel on Law and Religion, Association of American Law Schools annual meeting, Washington, D.C., January 6, 2000.

“Structuralist Approaches to Empowerment,” presented at Amherst College, Crafting a Society of Free Speakers program, Amherst, MA, December 6, 1999.

“Life’s Work,” Keck Lecture presented to Department of Law, Jurisprudence and Social Thought, Amherst College, Amherst, MA, April 29, 1999.

“Reconceptualizing Sexual Harassment,” presented at Whitney Humanities Center Fellows luncheon, Yale University, New Haven, CT, April 23, 1999.

“Valuing Workers: Low-Wage Workers, Workfare, and Legal Strategies for Change,” presented on opening panel, 1999 Arthur Liman Colloquium, Yale Law School, New Haven, CT, March 5, 1999.

“Sex Harassment as a Public Health Issue,” presented at School of Public Health, Yale University, New Haven, CT, February 15, 1999.

“Regulating Sexual Harassment: The Convergence of Feminism and Fordism in Organizations,” presented at Center for Culture, Organizations, and Politics, Institute for Industrial Relations, University of California-Berkeley, Berkeley, CA, February 5, 1999.

“Reconceptualizing Sexual Harassment,” presented at Center for the Study of Law & Society, Boalt Hall Law School, Berkeley, CA, February 4, 1999.

“Reconceptualizing Sexual Harassment,” presented at Trinity College, Hartford, CT, January 26, 1999.

- “Sex Harassment and Discrimination in the Workplace,”** presented at workshop on Work, Workers, and the Law, Association of American Law Schools annual meeting, New Orleans, LA, January 7, 1999.
- “Sex is the Least of It,”** presented to New York Society of Women in Philosophy, Hunter College, New York, NY, November 20, 1998.
- “Reconceptualizing Sexual Harassment,”** The Barbara Aronstein Black Lecture on Women and Law presented at Columbia Law School, New York, NY, November 19, 1998.
- “Sex, Women and the Law: A Conversation About Sexual Harassment,”** participated in panel discussion sponsored by WOWPAC, Long Wharf Theater, New Haven, CT, November 9, 1998.
- “Women in Law Teaching,”** participated in meeting sponsored by the Women of Color Collective, Yale Law School, New Haven, CT, November, 1998.
- “Sexual Harassment,”** presented at Global Constitutionalism Seminar, Yale Law School, New Haven, CT, September 26, 1998.
- “Sex Harassment in the Workplace,”** presented at Grand Rounds, Yale Medical School, New Haven, CT, June 19, 1998.
- “Sexual Harassment in the Workplace,”** presented on panel on The Substantive Law of Sexual Harassment at the Cutting Edge, New York University’s 51st Annual Conference on Labor, New York University Law School, New York, NY, May 28, 1998.
- “The Media and Sexual Harassment,”** presented on panel on Sexual Harassment in the Wake of Jones v. Clinton, Yale Law School, New Haven, CT, April 28, 1998.
- “Reconceptualizing Sexual Harassment,”** presented to Working Group on Law, Culture and the Humanities, panel on Sex and Sexual Violation in Law and Literature, Washington, D.C., March 28, 1998.
- “Trends in Sexual Harassment Law,”** presented on panel on Sexual Harassment/Glass Ceiling Law, Federal Judicial Center Institute for Judges, New York University Law School, New York, NY, March 19, 1998.
- “Reconceptualizing Sexual Harassment,”** presented to American Studies program, Princeton University, Princeton, NJ, February 27, 1998.

- “Sex in the Workplace,”** presented at Rethinking the Workplace in the 21st Century, sponsored by the University of Pennsylvania Journal of Labor and Employment Law, University of Pennsylvania Law School, Philadelphia, PA, January 30, 1998.
- “Reconceptualizing Sexual Harassment,”** presented at legal theory workshop, University of Pennsylvania Law School, Philadelphia, PA, December 1, 1997.
- “Re-envisioning Discrimination,”** moderated panel at Critical Race Theory conference, Yale Law School, New Haven, CT, November 14, 1997.
- “Reconceptualizing Sexual Harassment,”** presented at faculty workshop, Yale Law School, New Haven, CT, October 13, 1997.
- “Reconceptualizing Harassment Law,”** presented to Connecticut Employment Lawyers’ Association, New Haven, CT, April 23, 1997.
- “Reconceptualizing Harassment Law,”** presented at Clason Speaker Series, Western New England College of Law, Springfield, MA, April 7, 1997.
- “The Place of Work in Feminist Theory,”** presented to visitors from East Germany as part of a program on feminist theory, Yale Law School, New Haven, CT, February 21, 1997.
- “Empirical Work, Interpretation, and Employment Discrimination Law,”** presented on Conference, Law and Social Sciences section panel, Association of American Law Schools Annual, Washington, D.C., January 7, 1997.
- “Reconceptualizing Harassment Law,”** presented on panel on labor, Challenging Boundaries Conference, Yale Law School, New Haven, CT, November 9, 1996.
- “The Role of History in Affirmative Action Law,”** presented at symposium on Affirmative Action Talk, Whitney Humanities Center, Yale University, New Haven, CT, October 15, 1996.
- “The Dynamics of Sexual Harassment,”** presented at symposium on Women, Sexuality and Violence: Re-Visioning Public Policy, Annenberg Public Policy Center, University of Pennsylvania, Philadelphia, PA, March 1995.
- “Voluntarist Explanations for Job Segregation in Employment Discrimination Law,”** presented at Haverford College, Philadelphia, PA, March 1994.

- “Reinventing Gender,”** presented on panel on Legal Perspectives on the Body: Sex Discrimination and Body Image, Body Awareness Week, Yale University, New Haven, CT, February 1994.
- Participant, Conference on New Theoretical Perspectives on Dispute Resolution, Stanford Center of Conflict and Negotiation, Stanford University, Palo Alto, CA, February 19-20, 1993.
- “Race, Gender, Work, and Choice: An Empirical Study of the Lack of Interest Defense in Title VII Cases Challenging Job Segregation,”** presented at the Yale Law School, New Haven, CT, November 30, 1992.
- “Recent Legal Developments Affecting Women in the Trades,”** presented at the Midwest Regional conference of Women in the Trades, Madison, WI, June, 1991.
- “Affirmative Action: A Legal, Philosophical and Pragmatic Perspective,”** the Center for Public Representation, Madison, WI, May 1991.
- “Sex Segregation at Work,”** presented to the Women’s Law Students Association, University of Wisconsin Law School, Madison, WI, March 1991.
- “Telling Stories About Women and Work,”** presented at Indiana University School of Law, Bloomington, IN, November 1990.
- “Telling Stories About Women and Work,”** presented at the American Bar Foundation and Northwestern Law School, Chicago, Illinois, August 1990.
- “Telling Stories About Women and Work,”** presented at the 26th Annual Meeting of the Law & Society Association, Berkeley, CA, June 1990.
- “The Construction of Gender in the Workplace,”** presented at the 25th Annual Meeting of the Law & Society Association, Madison, WI, June 1989.
- “The Role of The Department of Justice in Title VII Enforcement,”** presented to graduate seminar in Industrial Relations, Madison, WI, February 1989.
- “Practice Theory and Feminist Practice,”** presented at the Institute for Legal Studies Colloquium on Critical Social Theory and the Future of Law and Society Research, University of Wisconsin Law School, Madison, WI, October 1988.

“Legal Constructions of Women’s Agency at Work,” presented at the 25th National Conference on Critical Legal Studies, Washington, D.C., October 1988.

“The Many Faces of Patriarchy,” presented on panel on Feminist Theory, 24th Annual Meeting of the Law & Society Association, Washington, D.C., June 1987.

SELECTED MEDIA APPEARANCES

Quoted in Fiona Drenttel, *Trial by Fire*, THE YALE HERALD, October 26, 2018.
<<https://yaleherald.com/trial-by-fire-64941feadd1c>>.

Quoted in Sam Feldman, *Yale and Title IX: A Complicated History and An Unclear Future*, THE POLITIC, October 8, 2018.
<<http://thepolitic.org/yale-and-title-ix-a-complicated-history-and-an-unclear-future/>>.

Quoted in Jever Mariwala and Carly Wanna, *Professors, Alumni Stand Against Kavanaugh*, YALE DAILY NEWS, October 5, 2018.
< <https://yaledailynews.com/blog/2018/10/05/professors-alumni-stand-against-kavanaugh/>>.

Vicki Schultz, *Open Statement on Sexual Harassment by U.S. Law Professors*, Reprinted at THECUT.COM, October 4, 2018.
<<https://www.thecut.com/2018/10/150-law-professors-share-statement-against-sexual-harassment.html>>.

Interviewed by Kamala Kelkar, *#MeToo and Narrow Definitions of Sexual Assault Can Isolate Survivors, Says Yale Law Professor*, PBS.ORG, September 29, 2018.
< <https://www.pbs.org/newshour/nation/kavanaugh-metoo-christine-blasey-ford-sexual-assault-survivors>>.

Quoted in Olivia B. Waxman, *The Surprising Consequences of the Supreme Court Cases That Changed Sexual Harassment Law 20 Years Ago*, TIME.COM, June 26, 2018.
< <http://time.com/5319966/sexual-harassment-scotus-anniversary/>>.

Mentioned in Karen Sloan, *In a First, Yale and Stanford Law Journals Team Up for #MeToo Project*, LAW.COM, June 20, 2018.
<<https://www.law.com/2018/06/19/in-a-first-yale-and-stanford-law-journals-team-up-for-metoo-project/>>.

- Quoted in Leah Fessler, *The US Supreme Court Just Dealt a Devastating Blow to the #MeToo Movement*, QUARTZ, May 21, 2018.
<<https://work.qz.com/1283730/the-us-supreme-court-ruling-on-worker-arbitration-dealt-a-huge-blow-to-the-metoo-movement/>>.
- Quoted in Jennifer Williams-Alvarez, *Mandatory Arbitration Is Top of Mind, but Is Change Afoot?*, AGENDA, May 14, 2018.
<http://www.agendaweek.com/c/1964784/230794/mandatory_arbitration_mind_change_afoot?referrer_module=issueHeadline&module_order=2>.
- Quoted in Madeline Buxton, *The Option To Request Female Drivers Isn't The Solution to Uber's Sexual Assault Issues*, REFINERY 29, May 2, 2018.
<<https://www.refinery29.com/2018/05/197980/uber-request-female-driver>>.
- Interviewed in Leah Fessler, *You've Probably Signed Away Your Sexual Harassment Civil Rights at Work*, QUARTZ AT WORK, April 5, 2018.
<<https://work.qz.com/1244779/congresswoman-pramila-jayapal-on-how-mandatory-arbitration-hurts-sexual-harassment-victims/>>.
- Quoted in Terry DeMio and Kate Murphy, *When Does Bad Behavior Turn Into Sexual Harassment*, CINCINNATI ENQUIRER, February 28, 2018.
<<https://www.cincinnati.com/story/news/2018/02/28/when-does-bad-behavior-turn-into-sexual-harassment/382939002/>>.
- Quoted in Brett Anderson, *After John Besh Fallout, Many Hoping For Civilized Change in Restaurant Industry*, NEW ORLEANS TIMES-PICAYUNE, December 30, 2017.
<http://www.nola.com/dining/index.ssf/2017/12/will_john_besh_sexual_harassme.html>.
- Quoted in Anna Dorn, *Workplace Sexual Harassment Law: A Primer*, MEDIUM, December 22, 2017.
<<https://medium.com/s/all-rise/workplace-sexual-harassment-law-a-primer-4119b44d992b>>.
- Quoted in Susan Seager, *Why Did Bill O'Reilly Pay \$32 Million? One Accusation May Be Key*, THE WRAP, October 23, 2017.
<<https://www.thewrap.com/bill-oreilly-fox-news-lis-wiehl-sexual-harassment-nonconsensual-sex/>>.
- Discussed in Elizabeth C. Tippett, *What Post-Weinstein Hollywood Can Learn from '90s Sexual Harassment Training*, THE CONVERSATION, October 17,

2017. <<http://theconversation.com/what-post-weinstein-hollywood-can-learn-from-90s-sexual-harassment-training-85874>>.

Quoted in Tyler Kingkade, *Shielded: Want To Fire A Professor For Sexual Harassment? It's Going To Take A While*, BUZZFEED, August 17, 2017. <https://www.buzzfeed.com/tylerkingkade/want-to-fire-a-professor-for-sexual-harassment-its-going-to?utm_term=.rwOMMQVArm#.slPmmEOGb8>.

Quoted in Nitasha Tiku, *VC Firms Promise to Stamp Out Sexual Harassment. Sounds Familiar*, WIRED, July 17, 2017. <<https://www.wired.com/story/venture-capital-sexual-harassment-diversity/>>.

Quoted in Pavithra Mohan, *It's Time To Regulate the VC-Founder Relationship To Curb Sexual Harassment in Silicon Valley*, FAST COMPANY, July 7, 2017. <<https://www.fastcompany.com/40438666/its-time-to-regulate-the-vc-founder-relationship-to-curb-sexual-harassment-in-silicon-valley>>.

Quoted in John Hecht, *The Surprising Sexism of Maternity Leave*, BUSTLE, June 15, 2017. <<https://www.bustle.com/p/the-surprising-sexism-of-maternity-leave-64766>>.

Discussed in Julie Beck, *Online Dating Tries to Flirt With the Workplace*, THE ATLANTIC, May 3, 2017. <<https://www.theatlantic.com/technology/archive/2017/05/always-be-crushing/525177/>>.

Quoted in Olivia B. Waxman, *Michelle Obama Was Right About the History of Workplace Sexual Harassment*, TIME, October 14, 2016. <<http://time.com/4531585/michelle-obama-sexual-harassment-workplace-speech/>>.

Cited in Will McGrew, *Gender Segregation at Work: "Separate but Equal" or "Inefficient and Unfair"?*, WASHINGTON CENTER FOR EQUITABLE GROWTH, AUGUST 18, 2016. <<http://equitablegrowth.org/human-capital/gender-segregation-at-work-separate-but-equal-or-inequitable-and-inefficient/>>.

Republished as Will McGrew, *Why Male Dominated Workplaces Hold Women Back*, GENEVA: WORLD ECONOMIC FORUM, August 24, 2016. <<https://www.weforum.org/agenda/2016/08/why-male-dominated-workplaces-hold-women-back?>>.

- Quoted in Chris Cumming, *CVC Lawsuit Brings PE's Gender Imbalance Back in the Spotlight*, DOW JONES PRIVATE EQUITY ANALYST, February 1, 2016.
<<https://law.yale.edu/system/files/documents/faculty/schultz-cvcsuit.pdf>>.
- Quoted in Eve Tahmincioglu, *Lewd Navy Videos Raise Touchy Workplace Issue*, MSNBC.COM, January 10, 2011.
<<http://www.nbcnews.com/id/40965393/ns/business-careers/t/lewd-navy-videos-raise-touchy-workplace-issue/#.WbaTd8iGOUI>>.
- Quoted in Ben Smith and Jeffrey Ressler, *Obama Kept Law Review Balanced*, POLITICO, June 23, 2008.
<<http://www.wistv.com/Global/story.asp?S=8539785>>.
- Quoted in Maureen Holohan, *Game On*, ELLE MAGAZINE, April 2008, at 312.
Discussed in EconTalk podcast episode hosted by Russ Roberts on Money and Intimacy, February 26, 2007.
<http://www.econtalk.org/archives/2007/02/viviana_zelizer.html>.
- Quoted in Emily Bazelon, *No Smoke, No Fire*, SLATE.COM, November 10, 2005.
<http://www.slate.com/articles/news_and_politics/jurisprudence/2005/11/no_smoke_no_fire.html>.
- Discussed in Simon London, *The Real Scandal at Boeing is Not Sex*, FINANCIAL TIMES, March 12, 2005, at 11.
- Guest, Wisconsin Public Radio, discussing *The Sanitized Workplace*, October 13, 2003.
- Discussed in Gabrielle S. Friedman, *The Real Harm: Sexual Harassment Law Should Fight Discrimination, Not Regulate Desire*, LEGAL AFFAIRS, September/October 2003, at 30.
- Discussed in Cathy Young, *Man Trouble: What Does Male-On-Male Sexual Harassment Mean for Discrimination Law?* 34 REASON MAGAZINE, no. 8, January 2003, at 18.
- Discussed in Margaret Talbot, *Men Behaving Badly*, THE NEW YORK TIMES MAGAZINE, October 13, 2002, at 52.
- Quoted in Donald Wright, *Gender and the Professionalization of History in English Canada before 1960*, 81 CANADIAN HISTORICAL REVIEW, no. 1, March 2000, at 29.
- Discussed in Ethan Bronner, *Women's College to Add Engineering*, NEW YORK TIMES, February 21, 1999, at A1.

Quoted in William Glaberson, *Office Politics: Sex on the Witness Stand: Get Used to It*, NEW YORK TIMES, February 14, 1999, Week in Review section, at 1.

Discussed in John Aloysius Farrel, *Rewriting the Rules; For Decades, American Society Has Grappled with Defining Sexual Harassment. Now it's the Supreme Court's Turn to Step Into the Fray*, THE BOSTON GLOBE, February 7, 1999, at 17.

Quoted in James Lardner, *Cupid's Cubicles: Office Romance is Alive and Well Despite a Barrage of Corporate Countermeasures*, U.S. NEWS AND WORLD REPORT, December 14, 1998.

Quoted in Richard Korman, *The Jokes Aren't Very Funny Anymore*, ENGINEERING NEWS-RECORD, September 7, 1998.

Discussed in Jonathan Alger, *Love, Lust, and the Law: Sexual Harassment in the Academy*, ACADEME, September/October 1998.

Discussed in Cathy Young, *Groping Toward Sanity: Why the Clinton Sex Scandals Are Changing How We Talk About Sexual Harassment*, REASON, August 18, 1998.

Correspondence with Jeffrey Rosen, *In Defense of Color Blindness*, Correspondence, THE NEW REPUBLIC (August 10, 1998).

Discussed in Jeffrey Rosen, *In Defense of Gender Blindness*, THE NEW REPUBLIC, June 29, 1998.

Guest, National Public Radio, Weekend Edition with Lianne Hansen, April 26, 1998.

Guest, BBC World News, "New Directions in Sexual Harassment Law," April 25, 1998.

Quoted in Robert Macquand, *Court May Give Nod to Harassment Suit*, CHRISTIAN SCIENCE MONITOR, April 23, 1998, at 3.

Discussed in Franklin Foer, *Feminism, Clinton, and Harassment*, SLATE MAGAZINE, April 17, 1998.

Quoted in Tamar Lewin, *Testing of a President: The Effects; A Cause for Relief and Concern on Sex Harassment*, NEW YORK TIMES, April 3, 1998, at A22.

- CBS Morning News, "Supreme Court Prepares to Better Define the Growing Number of Sexual Harassment Cases Filed in America's Courts," March 25, 1998.
- CBS Evening News, "Eye on America: Supreme Court Prepares to Better Define the Growing Number of Sexual Harassment Cases Filed in America's Courts," March 24, 1998.
- Guest, "On the Line," with Brian Lehrer, WNYC Radio, New York, New York, March 23, 1998.
- Quoted in Patty Henetz, *Getting to the Roots of Gender Discrimination: Professor Says, Discrimination Goes Beyond Sex*, THE SALT LAKE TRIBUNE, March 15, 1998, at A1.
- Guest, National Public Radio, Weekend Edition with Scott Simon, March 14, 1998.
- Guest, Talk show on sexual harassment law, The Larry Mantle Show, KPCC-Radio, San Francisco, CA, March 3, 1998.
- ABC World News Tonight with Peter Jennings, "A Closer Look at Sexual Harassment," February 27, 1998.
- Quoted in Ellen Goodman, *Taking the Sex Out of Harassment*, THE BOSTON GLOBE, February 26, 1998, at A19 (Goodman's syndicated column appeared in various newspapers around the country).
- Quoted in Juliet Brudney, *Hostile Workplaces Fuel Sexual Harassment*, THE BOSTON GLOBE, February 24, 1998, at D5.
- Discussed in David Hawpe, *Northup to Women: Be Shrill*, THE COURIER-JOURNAL (Louisville, Kentucky), February 15, 1998, at 3D.
- Discussed in Daniel Schorr, *Time to Redefine Sexual Harassment*, THE CHRISTIAN SCIENCE MONITOR, February 13, 1998, at 23.
- Discussed in Daniel Schorr, "Title VII," National Public Radio, Weekend Sunday News, Commentary, February 8, 1998.
- Quoted and discussed in Jeffrey Toobin, *The Trouble with Sex*, NEW YORKER, February 2, 1998.
- Guest, ABC News, Good Morning America, "Sexual Harassment in the Workplace," February 2, 1998.

Guest Speaker, "The News Hour with Jim Lehrer," Sexual Harassment, March 25, 1998.

Quoted in connection with a show on sexual harassment in the workplace, WHA Radio, Madison, WI, June 1993.

Quoted in Georgia Sergeant, TRIAL MAGAZINE, American Trial Lawyers' Association, Washington, D.C., March 1991.

Guest, Talk show on sexual harassment, WORT Radio, Madison, WI, March 1991.

Quoted in Carol Kleiman, *20 Million Industrial Jobs Hinge on 'Fetal Protection' Court Case*, CHICAGO TRIBUNE, August 27, 1990.

Guest, Talk show on "The Mommy Track," WHA Radio, Madison, WI, March 1989.

FELLOWSHIPS AND AWARDS

Fellow, Center for Advanced Study in the Behavioral Sciences, Stanford University 2007-2008.

Articles Prize for *The Sanitized Workplace*, Honorable Mention, Law and Society Association, 2004.

Evelyn Green Davis Fellow, Radcliffe Institute for Advanced Study, Harvard University, 2000-2001.

Fellow, Whitney Humanities Center, Yale University, 1998-2000.

Distinguished Alumnus, Texarkana Independent School District, 2012.

Teacher of the Year, University of Wisconsin Law School, 1992.

TEACHING

Antidiscrimination Law; Civil Procedure; Employment Discrimination Law; Family Law; Family, State and Market; Feminism, Gender, and

Law; Feminist Theory; Law and the Employment Relation; Work and Gender; Work and Citizenship; Workplace Theory and Policy; Proving Discrimination; Social Science and Law.

SERVICE AND ACTIVITIES

Union of Legal Educators Against Sexual Harassment (UNLEASH),
Founding Member, 2017 – present.

American Constitution Society, Yale Law School
Member, Faculty Board.

Yale Journal of Law and Feminism, Yale Law School, New Haven, CT
Member, Board of Advisors.

Journal of Law and Psychology, The University of Alabama School of Law,
Tuscaloosa, AL
Member, Board of Advisors.

Social Sciences Research Network, Legal Scholarship Network Labor &
Employment Law Abstracts
Member, Board of Advisors.

Jindal Global University and Jindal Global Law School
Member, International Board of Advisors.

Workplace Theory and Policy Workshop, Yale Law School, New Haven, CT
Convener, 1999-present.

Discipline Panel, Yale Law School, New Haven, CT
Panel Faculty Member, 1993-94, 1994-97, 2013-present.

Student Petitions Committee, Yale Law School, New Haven, CT
Member, 1997-99, 2006-07, 2011-12, 2013-14.

Thomas Lecture, Yale Law School, New Haven, CT
Organizer, 1998, 2002, 2005, 2012, 2013.

Women's Faculty Forum, Yale University, New Haven, CT
Council Member, 2009-2013.

Law Teaching Committee, Yale Law School, New Haven, CT
Member, 2009-10.

- Curriculum Committee, Yale Law School, New Haven, CT
Member, 2009-2010.
- Fellowships Selection Committee, Yale Law School, New Haven, CT
Member, 2005-06, 2009-10.
- Yale Work and Welfare Group, Yale Law School, New Haven, CT
Convener and Member of inter-disciplinary research group,
2004-09.
- Teacher Placement Committee, Yale Law School, New Haven, CT
Member, 1993-94, 1996-97, 2005-06.
- Yale Law School Faculty Workshop, Yale Law School, New Haven, CT
Co-Convener, Spring 2005.
- Labor and Employment Section, Association of American Law Schools
Chair, 2003.
- Clerkships Committee, Yale Law School, Yale Law School, New Haven, CT
Member, 1994-96, 1998-99, 2001-02.
- Board of Trustees, Law & Society Association
Trustee, 2002.
- Law and Society Association, External Relations Committee
Member, 1998-1999.
- Policy Faculty Board, Yale Law School, New Haven, CT
Member, 1996-97.
- Promotions and Tenure Committee, Yale Law School, New Haven, CT
Member, 1996-97.
- Admissions Policy Committee, Yale Law School, New Haven, CT
Member, 1995-96.
- Antidiscrimination/Antiharassment Committee, Yale Law School, New Haven,
CT
Officer, 1994-95.
- Special Courses of Study Committee, Yale Law School, New Haven, CT
Member, 1993-94.

Visiting Lecturers Committee, Yale Law School, New Haven, CT
Member, 1994-95.

Member of the Massachusetts and Wisconsin bars.